



LIZ ORTEGA

Assemblymember, District 20



AB 1818

FACT SHEET

Bill Summary

The California State University (CSU) is using obscure statutory language as a loophole to back out of hard-earned collective bargaining agreements (CBA). AB 1818 will ensure that collectively bargained contracts for CSU employees are honored and prevent the CSU from backing out of their contractual obligations to their employees.

Existing Law

Existing law declares that “the people of the State of California have a fundamental interest in the development of harmonious and cooperative labor relations between the public institutions of higher education and their employees.” [Higher Education Employer-Employee Relations Act (HEERA) Gov Code Title 1, Division 4, Chapter 12, Section 3560]

Allows that when memoranda [of understanding] require legislative action pursuant to this section, if the Legislature or the Governor fail to fully fund the memoranda or to take the requisite curative action, the entire memoranda shall be referred back to the parties for further meeting and conferring unless the parties agree that provisions of the memoranda that are nonbudgetary and do not require funding shall take effect whether or not the funding requests submitted to the Legislature are approved. [HEERA, Section 3572 (b)]

Background

The State has honored the five-year budget compact, increasing CSU’s annual base funding by five percent each year. CSU is projecting higher revenue from tuition increases and has reserves of reportedly \$8 billion in cash investments with \$2.4 billion in surplus/designated balances and reserves. And yet, CSU – citing funding deferrals in the 2025-26 state budget – used its statutory authority to refuse to pay raises agreed to in 2024 CBAs and reopen negotiations, affecting 16,000 workers.

CSU has engaged in multiple violations of state labor law, including bargaining in bad faith, distributing anti-union mass communications, and refusal to provide contractually agreed-upon raises. Beyond betraying workers, CSU’s actions have and continue to create learning disruptions for students as well as delays and stoppages of construction and maintenance.

Need for AB 1818

AB 1818 eliminates the statutory crutch that CSU has relied on to break CBAs. It ensures that CSU negotiates in good faith and honors their contracts without using the State Budget as an excuse to not provide contractually agreed-upon raises. AB 1818 is essential for protecting workers at CSU from unfair and anti-Californian labor practices.

Support

Teamsters California (Sponsor)

Opposition

None on file.

For More Information

Candice Riley, Senior Legislative Assistant
Office of Assemblymember Liz Ortega
916.319.2020 | Candice.Riley@asm.ca.gov